

# **Individual Attributes**

### CAREER FIELDS GIVE UTAH STUDENTS THE EDGE THROUGH PARTICIPATION IN CTE OPTIONS AND OPPORTUNITIES.

- Students make better career choices and are motivated to reach higher academic standards.
- Parents or Guardians have a better understanding of their students' opportunities at the secondary level.
- Counselors and Educators can make use of fields to organize instruction and to help articulate and promote connected programs of study.
- Employers and Industry Groups have access to workers who know how to learn new skills and can adjust to change.

Student career interests are most commonly described by six career personality types defined by John Holland in his theory of occupational choice. Known as "Holland Codes," these six types are at the base of a common organizational structure around which CTE program areas, national career clusters and other career information can be arranged. An individual will typically be compatible with up to 3 of the following personality types:

- Realistic (Doers) have good coordination, motor skills and mechanical aptitude, enjoy using tools, prefer hands-on work tasks.
- Investigative (Thinkers) enjoy science and math, are analytical thinkers, like working with ideas, generally like to work alone.
- Artistic (Creators) are imaginative, creative, favor unstructured work environments, enjoy art, music, literature, and poetry.
- Social (Helpers) like helping others, have good communications skills, enjoy social situations.
- Enterprising (Persuaders) like leadership and responsibility, are good at persuading others, have good verbal abilities.
- Conventional (Organizers) like working with numbers and other data, pay close attention to detail, like structure and rules.

	Realistic (Doer)	Investigative (Thinker)	ARTS AND RECREATION Artistic (Creator)	SOCIAL HUMANITARIAN Social (Helper)	MARKETING AND ADMINISTRATION Enterprising (Persuader)	BUSINESS OPERATIONS Conventional (Organizer)								
grams CTE Areas of Study	Agriculture Family and Consumer Sciences Health Science and Technology Information Technology Technology and Engineering Trade and Technical Education	Agriculture Health Science and Technology Information Technology Technology and Engineering	Family and Consumer Sciences Information Technology Trade and Technical Education	Business Family and Consumer Sciences Health Science and Technology Trade and Technical Education	Business Economics and Entrepreneurship Family and Consumer Sciences Marketing	Agriculture Business Health Science and Technology Information Technology								
Supporting Programs	College Tech Prep Comprehensive Counseling and Guidance/SEOP Skill Certificate Technology, Life, and Careers (TLC) Work-Based Learning													
National Career Clusters	Agriculture, Food & Natural Resources Architecture & Construction Hospitality & Tourism Information Technology Manufacturing Transportation, Distribution & Logistics	Agriculture, Food & Natural Resources Architecture & Construction Health Science Manufacturing Science, Technology, Engineering & Mathematics	Arts, A/V Technology & Communications Health Science Human Services	Education & Training Health Science Hospitality & Tourism Human Services Law, Public Safety & Security	Business, Management & Administration Government & Public Relations Hospitality & Tourism Human Services Law, Public Safety & Security Marketing, Sales & Service	Business, Management & Administration Finance Law, Public Safety & Security Transportation, Distribution & Logistics								



# Flow Chart and Career Fields

# **Utah Career Fields**

The Utah Career Fields are aligned with the Holland Codes. This way of grouping occupations helps students focus on their career interests. When the relationship between personal characteristics (interests and work values) and potential occupations is apparent, a student more readily engages in his or her career planning process.

- Technical (Realistic)
- Scientific (Investigative)
- Arts and Recreation (Artistic)
- Social Humanitarian (Social)
- Marketing and Administration (Enterprising)
- Business Operations (Conventional)

# **Areas of Study**

Courses supported by CTE are a good way to provide Career Fields training. Typically, a school counselor will help a student recognize his or her personality type and related interest areas, then help the student plan a sequence of courses within a pathway to support his or her interest area and education and career goals.

- · Agricultural Education
- · Business Education
- Economics and Entrepreneurship Education
- Family and Consumer Sciences Education
- Health Science and Technology Education
- Information Technology Education
- Marketing Education
- Technology and Engineering Education
- Trade and Technical Education

# Pathways 🖔 🦑

Within each of the Areas of Study are Pathways to broad categories of occupations that a student can access through CTE programs. Each Pathway suggests a recommended sequence of courses including CTE courses, courses from the Utah academic core, and CTE Supporting Programs. Here are some examples:

### Grades 9 and 10

Academic core classes such as:

- Math
- English
- Social Studies
- Introductory CTE Course, or
- Intermediate CTE Course (grade 10)

#### Grade II

Academic core classes such as:

- Supportive English, Math, Science
- Intermediate or advanced CTE Course, and WBL-internship, or
- CTE concurrent enrollment and WBL internship, or
- Advanced study at community college or UCAT campus

#### Grade 12

- Complete supportive academic core classes
- Advanced CTE Course
- WBL-internship or apprenticeship, or
- Advanced CTE Course
- Advanced study at community college or UCAT campus

# **CTE Supporting Programs**

These programs help to strengthen the ties between school and work by enhancing students' Career Field exploration and training.

College Tech Prep gives all students, including traditional college-bound students, a focus on their future by preparing them with the high-level technology skills necessary to succeed in today's competitive work environment.

Comprehensive Counseling and Guidance/SEOP gives students a way to tie their education and career-related experiences together by assisting them through specific self-appraisal and self-improvement activities. Empowers students to plan effectively to meet their personal education and career goals.

**Skill Certificate** provides statewide competency-based student assessments. Student skill attainment is measured against core standards and competencies needed to be successful in the workforce.

Technology, Life, and Careers (TLC) is an activity-centered curriculum encouraging students to utilize technology, develop beginning skills, and explore careers. Developed for middle/jr. high school students, TLC also provides information regarding additional courses and training related to each student's interest area or career field.

Work-Based Learning gives students the opportunity to learn a variety of skills by expanding the walls of classroom learning to include the community. By narrowing the gap between theory and practice, work-based learning creates meaning for students.

To ensure that every student has opportunities to explore a variety of career areas throughout his or her education, Career Fields help to develop the academic knowledge, technical skills, and employment skills vital for entry into the evolving labor market.

#### Goals:

- Maximize opportunities for students.
- **Strengthen** the SEOP process to facilitate student planning.
- Build on existing models such as the CTE Areas of Study and Supporting Programs.
- **Provide** a model that will be useful across all regions of the state.

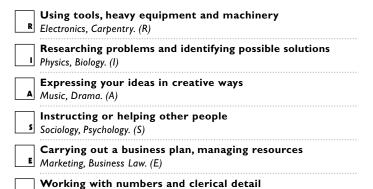
	Career Fields in Utah							CTE Areas of Study									
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National Career Clusters	<b>Technical</b> Realistic (Doer)	<b>Scientific</b> Investigativ	<b>Arts and</b> Artistic (C	Social He	<b>Marketin</b> Enterprisir	<b>Business</b> Conventio		Agriculture	Business	Economi Entrepre	Family a	Health Science a	Information Technology	Marketing	Technology and Engineering	Trade an	
Agriculture, Food & Natural Resources Agriculture Business Systems	·····-	S						Λσ									
Animal Systems		S						Ag Ag									
Environmental Service Systems	······	S						Ag									
Food Products and Processing Systems		S						Ag			Fa						
Natural Resource Systems	T	S						Ag									
Plant Systems	Т	S						Ag									
Power, Structural and Technical Systems	Т	S						Ag							Te	Tr	
Architecture & Construction																	
Construction	Т	S													Те	Tr	
Design/Pre-Construction	T	S									Fa				Te	Tr	
Maintenance/Operations	T	S													Те	Tr	
Arts, A/V Technology & Communications																	
Audio-Video Communications Technology Info Tech	т		Α										In		Те	Tr	
Broadcast, Film, and Journalism	··············		A												Te	Tr	
Performing Arts			Α												Te	Tr	
Printing Technology	Т		Α												Те	Tr	
Telecommunications Info Tech	Т								Bu				ln		Те	Tr	
Visual Arts			Α												Te	Tr	
Business, Management & Administration																	
Administration and Information Support					M M	B B			Bu Bu				In	Ma Ma			
Business Analysis Business Financial Management and Accounting					M	В.			Вu					Ma			
Human Resources					M	В			Bu					Ma			
Management					М	В			Bu					Ma			
Marketing					M	В			Bu					Ma			
Education & Training																	
Administration and Administrative Support				Н													
Professional Support Services				H													
Teaching and Training				Н							Fa						
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Finance						D			D.,	·····							
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Financial and Investment Planning						В			Bu	Ec							
Insurance Services						В			Bu	Ec							
Government and Public Relations																	
Foreign Service					M												
Governance					M												
National Security					M												
Planning					M												
Public Management and Administration					M				Bu								
Regulation					М												
Revenue and Taxation					М												
Health Science																	
Biotechnology Research and Development		S	Α	Н								He					
Diagnostic Services		S	Α	Н								He					
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Health Informatics																	
Health Informatics Support Services Therapeutic Services		S S	A	H							Fa Fa	He He					

	Career Fields in Utah							CTE Areas of Study								
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Hospitality & Tourism																
Lodging	Т			Н	М								Ma			
Recreation, Amusements and Attractions	Т			Н	М								Ma			
Restaurant and Food/Beverage Services				Н	M					Fa			Ma			
Travel and Tourism	Т			Н	М								Ma			
Human Services																
Consumer Services			Α	Н	М					Fa						
Counseling and Mental Health Services			Α	Н	М											
Early Childhood Development and Services			Α	Н	М					Fa						
Family and Community Services			Α	Н	М					Fa						
Personal Care Services			Α	Н	М					Fa					Tr	
Information Technology																
Information Support & Services	Т											In		Te		
Interactive Media			Α									In		Te		
Network Systems	Т											In		Te		
Programming/Software Engineering		S										ln		Te		
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Law, Public Safety & Security Correction Services				Н	M	В									Tr	
Emergency and Fire Management Services				'.' H	M	В.									'' Tr	
Law Enforcement Services				Н	M	В									Tr	
Legal Services				Н	М	В		Bu								
Security and Protective Services				Н	М	В									Tr	
Manufacturing																
Health, Safety and Environmental Assurance	Т	S												Te		
Logistics and Inventory Control	Т	S												Te	Tr	
Maintenance, Installation and Repair	Т	S												Te	Tr	
Manufacturing Production Process Development	Т	S												Te	Tr	
Production	Т	S												Te	Tr	
Quality Assurance	Т	S												Те	Tr	
Marketing, Sales & Service																
Buying and Merchandising					М								Ma			
Distribution and Logistics					М								Ma		Tr	
E-Marketing					М								Ma			
Management and Entrepreneurship					M			Bu	Ec				Ma			
Marketing Communications and Promotion					M								Ma			
Marketing Information Management and Research Professional Sales and Marketing					M M								Ma Ma			
Science, Technology, Engineering & Mathema	tics											In		T.		
Engineering and Technology Science and Mathematics		S										In		Te Te		
Transportation, Distribution & Logistics	<u></u>					<u>.</u>								<u></u>		
Facility and Mobile Equipment Maintenance	T T					В							Ma	Te	Tr	
Health, Safety and Environmental Management	I					В							Ma	Te	····-	
Logistics Planning and Management Services Sales and Service	 					B B							Ma	Te Te	Tr	
Sales and Service Transportation Operations	T					В.							Ma Ma	Te	Tr	
Transportation Systems/Infrastructure Planning,	T					В							Ma	Te		
Management and Regulation	·····					p							M-	····-	т	
Warehousing and Distribution Center Operations						В							Ma	Те	Tr	

# Do You Know Your Holland Code?

### WHAT APPEALS TO YOU?

Order these sets of work activities and school subjects from 1-6, with number 1 being the set that most appeals to you:



Write the letters (R, I, A, S, E or C) corresponding to your top rated set to discover your primary Holland Code:



Accounting, Word Processing. (C)

## Find out if this holds up under closer study!

Take the Interest Profiler assessment, now online in Choices: <a href="https://www.access.bridges.com">www.access.bridges.com</a>

(Available in both English and Spanish. See your counselor for ID and password.)



Discover Your Career Interests, Related Career Fields, and More!



For information about Choices and other services of the Utah Career Resource Network, contact:

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